



Ross Dickman, Chief Executive Officer
Hire Heroes USA

Ross Dickman currently serves as the Chief Executive Officer of Hire Heroes USA, the nation's leading veteran and military spouse employment organization. Mr. Dickman joined Hire Heroes USA in December 2015 after 12 years of service in the United States Army. His exemplary service record and leadership excellence form the cornerstone of his career. Over a decade in the military, including his tenure as an AH-64D Apache Helicopter pilot with the esteemed 1st Cavalry Division at Fort Hood, Texas, has finely honed his leadership capabilities. His commendable service, marked by two deployments to Iraq in support of Operation Iraqi Freedom, earned him numerous awards such as the Air Medal, Bronze Star, and Combat Action Badge. Beyond the battlefield, Ross's roles as an Aide-de-Camp at the U.S. Army Combat Readiness and Safety Center and as a Tactical Officer at the United States Military Academy underscore his profound commitment to military ethics and safety. His final Army assignment as the Executive Officer of the Simon Center for the Professional Military Ethic epitomizes his dedication to the core values that guide our veterans toward exemplary professional and personal lives.

Joining Hire Heroes USA in March 2016, Ross immediately set a new standard for excellence. As the Director of the Independence Project, he was instrumental in leading a groundbreaking scientific research program aimed at improving employment outcomes and quality of life for veterans with disabilities. This initiative, conducted in partnership with academic researchers and non-profit partners, has been pivotal in developing innovative interventions and support systems for our veterans. Ross's academic achievements are as notable as his military service, holding a Bachelor of Science in Comparative Politics from the United States Military Academy, a Master of Arts in Organizational Psychology and Leadership from Teachers College, Columbia University, and an MBA from the Terry College of Business at the University of Georgia. Now residing in New Fairfield, Connecticut with his wife and daughter, Ross's deep-rooted family values further enrich his compassionate leadership style.

In 2024 Ross transitioned from Chief Operation Officer at Hire Heroes USA upon his selection as the lead the organization during a pivotal time. In September of 2024 the organization achieved a milestone of 100,000 unique hires since inception in 2007. As a servant leader, Ross's vision for Hire Heroes USA is clear: to strengthen and expand our ability to assist veterans transitioning back to civilian life. As we forge ahead, Ross seeks to address the evolving needs of our veterans and their spouses during their employment transitions. The landscape our service members face today is markedly different from nearly two decades ago when our mission began. Ross is committed to building on our successes by innovating our services and ensuring that every veteran has the support they need to succeed in the civilian workforce.